

Exhibit 2A: WUKY EEO Public File Report, April. 1, 2015 - March 31, 2016

EEO PUBLIC FILE REPORT

STATION EMPLOYMENT UNIT (List all stations in unit)			PERIOD COVERED
STATION CALL LETTERS	COMMUNITY OF LICENSE	FCC FACILITY ID NUMBER	FROM: April 1, 2015
WUKY	Lexington, KY	4303	TO: March 31, 2016
			DATE COMPLETED
			April 1, 2016
			-

FULL TIME VACANCIES FILLED AND RECRUITMENT SOURCES USED (Copy and repeat for each full-time vacancy.)

Total number of full-time job vacancies filled: 0

Total number of persons interviewed for all full-time job vacancies: 0

JOB TITLE	RECRUITMENT SOURCES (Contact/Address/Tel. Number)	
<p><u>NONE</u> This list is presented to demonstrate that WUKY maintains a strong list of recruiting sources which is regularly updated and will be used for the next open position at WUKY</p> <p>Total # persons interviewed:</p> <div style="border: 1px solid black; width: 40px; height: 20px; display: flex; align-items: center; justify-content: center;">0</div>	<p><u>UK Online Employment System</u></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: _____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Louie Bosworth</p> <p>Address: 107 Scovell Hall, UK, Lexington, KY 40506</p> <p>Tel. No. (859) 257-8733</p>
	<p><u>WUKY</u></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: _____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Josh James</p> <p>Address: 340 McVey Hall, UK, Lexington, KY 40506</p> <p>Tel. No. (859) 257-1610</p>
	<p><u>Kentucky Broadcasters Association</u></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: _____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Laura Cole</p> <p>Address: 101 Enterprise Drive · Frankfort · Kentucky 40601</p> <p>Tel. No. (502) 848-0426</p>
	<p><u>Black Church Coalition</u></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: _____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Anna Johnson</p> <p>Address: 961 St. Martin Avenue Lexington, KY 40511</p> <p>Tel. No. (859) 252-4864</p>
	<p><u>Commerce Lexington Minority Affairs Office</u></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: _____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Tyrone Tyra</p> <p>Address: 330 East Main Street, Suite 100, Lexington, KY 40507</p> <p>Tel. No. (859) 225-5005</p>
	<p><u>HigherEdJobs</u></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: _____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Kevin Varner</p> <p>Address: 715 Lake Street, Suite 400 Oak Park, IL 60301</p> <p>Tel. No. (814) 861-3080 x204</p>

	<u>American Women in Radio & Television Lexington Chapter</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: _____ <input type="checkbox"/> Check if source referred person hired	Contact: Jennifer Royalty Address: 2851 Winchester Rd. Lexington, KY 40509 Tel. No. (859) 566-1234
	<u>Urban League Lexington Office</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: _____ <input type="checkbox"/> Check if source referred person hired	Contact: Porter G. Peeples Address: 148 DeWeese St, Lexington, 40507 Tel. No. (859) 233-1561
	<u>Lexington Herald-Leader</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: _____ <input type="checkbox"/> Check if source referred person hired	Contact: Emily Smookler Address: 902 Broadway New York, NY 10010 Tel. No. (770) 280-4597
	<u>Kentucky State University</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: _____ <input type="checkbox"/> Check if source referred person hired	Contact: Ron Banks Address: 148 DeWeese St, Lexington, 40507 Tel. No. (502) 597-5948
	<u>National Hispanic Media Association</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: _____ <input type="checkbox"/> Check if source referred person hired	Contact: Alex Nogales Address: 55 S Grand Avenue Pasadena, CA 91105 Tel. No. (626) 792-6462
	<u>Lexington African American Forum</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: _____ <input type="checkbox"/> Check if source referred person hired	Contact: Debbie A. Cole Address: African American Forum, Inc. P.O. Box 2118 Lexington KY 40588-2118 Tel. No. (859) 255-2653
	<u>Colleagues, Friends or Family Members</u> <input checked="" type="checkbox"/> Check if source referred interviewee(s). Total: _____ <input checked="" type="checkbox"/> Check if source referred person hired	Contact: None Address: None Tel. No.: None

This year, WUKY identified the following additional recruitment sources which will be used in future searches: Western Kentucky University, Morehead State University, Key News Journal, NAACP Lexington, CPB.org, University of Kentucky Minority Student Affairs Office, Lexington Human Rights Commission, Lexington Community Action Council, Lexington Community Radio, Inside Higher Ed, HigherEdJobs.com, Diverse Issues in Higher Education, Academic Keys, America's Job Exchange

LIST AND BRIEF DESCRIPTION OF OUTREACH ACTIVITIES

OUTREACH ACTIVITIES	BRIEF DESCRIPTION OF ACTIVITY
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions. DATE CONDUCTED: Ongoing STAFF INVOLVED: Tom Godell (GM) and the University of Kentucky Office of Human Resource Development	WUKY's licensee (University of Kentucky) continues to offer a wide array of free professional development workshops to all staff. These range from "The Basics of Leadership" to "Mediation Skills" to "Time Management". WUKY staff are notified of these opportunities quarterly and encouraged to attend. New courses are offered each semester, and thus staff members have many opportunities to hone or improve their skills in a

<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p> <p>DATE CONDUCTED: Ongoing</p> <p>STAFF INVOLVED: Tom Godell (GM) and the University of Kentucky Office of Human Resource Development</p>	<p>variety of areas.</p> <p>The University of Kentucky makes available to all WUKY staff ongoing training courses designed to foster equal opportunity and diversity. Courses taught include "Basics of Diversity", "Gender Styles in Communication", "Gender Styles in Leadership", and "Preventing Sexual Harassment". Some of these training opportunities are available on-line as well as through traditional classroom training.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p> <p>DATE CONDUCTED: Ongoing</p> <p>STAFF INVOLVED: Tom Godell (General Manager), Alan Lytle (News Director), Kathy Hight (Accountant Principal)</p>	<p>WUKY continued its well-established internship program. WUKY News hosted four high school students (2 female) who wrote stories, conducted interviews, recorded and edited sound for broadcast & produced podcasts. Three female college students were trained & served as general assignment news reporters.</p>
<p>Station-developed outreach initiative: LPFM and the minority communities of Lexington</p> <p>DATE CONDUCTED: August 2011-present</p> <p>STAFF INVOLVED: Tom Godell (General Manager) & Lisa Higgins-Hord (University of Kentucky Assistant Vice President for Community Engagement)</p>	<p>WUKY continued to work with Lexington Community Radio. As in past years, our goals for this outreach effort are to encourage opportunities for minorities to have access to the air to present diverse points of view within the community and, ultimately, to create a pool of talent that could eventually qualify for employment at WUKY. We provided ongoing consultation to Lexington Community Radio staff regarding technical issues, programming, automation, staffing, and other areas of station operations and management.</p>
<p>Station-developed outreach initiative: Production & broadcast of public affairs programs in conjunction with racial and ethnic minority groups in the Lexington community</p> <p>DATE CONDUCTED: February 2013-present</p> <p>STAFF INVOLVED: Tom Godell (General Manager) & John Lumagui (Operations Manager)</p>	<p>WUKY continued working with the Key News Journal (a minority-owned newspaper in Lexington) to support and broadcast the weekly Key Conversations radio series. The program airs weekly on both WUKY analog/HD-1 and HD-2. Although we continue to reach out to other minority groups in the community we have not yet identified any other producers or programs of this kind.</p>



Employment

WUKY is looking for organizations that regularly distribute information about employment opportunities to job applicants, or have job applicants to refer. If your organization would like to receive notification of job vacancies at WUKY, please notify General Manager Tom Godell by mail at 340 McVey Hall, University of Kentucky, Lexington, KY 40506-0045 or send email (<mailto:tom.godell@uky.edu>).

WUKY is an equal opportunity employer.

To view WUKY's most recent Annual EEO Public File Report, click here (http://mediad.publicbroadcasting.net/p/wuky/files/201603/2015-16_eeo_annual_public_file_report_03282016.pdf).

Exhibit 2B: WUKY EEO Public File Report, April. 1, 2016 - March 31, 2017

EEO PUBLIC FILE REPORT

STATION EMPLOYMENT UNIT (List all stations in unit)			PERIOD COVERED FROM: April 1, 2016 TO: March 31, 2017
STATION CALL LETTERS WUKY	COMMUNITY OF LICENSE Lexington, KY	FCC FACILITY ID NUMBER 4303	DATE COMPLETED March 30, 2017

FULL TIME VACANCIES FILLED AND RECRUITMENT SOURCES USED

Total number of full-time job vacancies filled: NONE

Total number of persons interviewed for all full-time job vacancies: NONE

JOB TITLE	RECRUITMENT SOURCES (Contact/Address/Tel. Number)	
<p><u>NO JOB VACANCIES</u> This list is presented to demonstrate that WUKY maintains a strong list of recruiting sources which is regularly updated and will be used for the next open position at WUKY.</p> <p>Total # persons interviewed:</p> <div style="border: 1px solid black; width: 40px; text-align: center; margin: 5px auto; padding: 2px 10px;">0</div>	<p><u>UK Online Employment System</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Louie Bosworth Address: 107 Scovell Hall, UK, Lexington, KY 40506 Tel. No. (859) 257-8733 Email:</p>
	<p><u>WUKY</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Josh James Address: 340 McVey Hall, UK, Lexington, KY 40506 Tel. No. (859) 257-1610 Email:</p>
	<p><u>Kentucky Broadcasters Association</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Karen Mucci Address: 101 Enterprise Drive · Frankfort · Kentucky 40601 Tel. No. (502) 848-0426 Email:</p>
	<p><u>Black Church Coalition</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Anna Johnson Address: 961 St. Martin Avenue Lexington, KY 40511 Tel. No. (859) 252-4864 Email:</p>
	<p><u>Commerce Lexington Minority Affairs Office</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Tyrone Tyra Address: 330 East Main Street, Suite 100, Lexington, KY 40507 Tel. No. (859) 225-5005 Email:</p>
	<p><u>HigherEdJobs</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Kevin Varner Address: 715 Lake Street, Suite 400 Oak Park, IL 60301 Tel. No. (814) 861-3080 x204 Email:</p>

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	<u>Lexington Herald-Leader</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired	Contact: Emily Smookler Address: 902 Broadway New York, NY 10010 Tel. No. (770) 280-4597 Email:
	<u>Kentucky State University</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired	Contact: Ron Banks Address: 400 E Main St, Frankfort, KY 40601 Tel. No. (502) 597-5948 Email:
	<u>National Hispanic Media Association</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired	Contact: Alex Nogales Address: 55 S Grand Avenue Pasadena, CA 91105 Tel. No. (626) 792-6462 Email:
	<u>Lexington African American Forum</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired	Contact: Debbie A. Cole Address: African American Forum, Inc. P.O. Box 2118 Lexington KY 40588-2118 Tel. No. (859) 255-2653 Email:
	<u>Western Kentucky University</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired	Contact: Address: 1906 College Heights Blvd. Bowling Green, KY 42101 Tel. No: (270) 745-0111 Email: Web: https://www.wku.edu
	<u>Morehead State University</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired	Contact: Address: 150 University Boulevard Morehead, KY 40351 Tel. No: (800) 585-6781 Email: Web: https://moreheadstate.edu
	<u>Key News Journal</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired	Contact: Patrice Muhammad Address: PO Box 2332-1 Lexington. KY 40523 Tel. No: 859-373-9428 Email: Patricem@keynewsjournal.com

	<p><u>NAACP Lexington</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Address: 1510 Newtown Pike Suite 132 Lexington, KY 40511 Tel. No: (859) 252-7336 Email: Web: https://www.facebook.com/NAACPLexington</p>
	<p><u>CPB Org.</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Address: Corporation for Public Broadcasting 401 9th Street, NW Washington, DC 20004-2129 Tel. No: (202) 879-9600 Email: Web: http://www.cpb.org/jobline</p>
	<p><u>University of Kentucky Minority Student Affairs Office</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Asia Payne, Director Address: 128 W. D. Funkhouser Building, UK Lexington, KY 40506-0054 Tel. No: (859) 323-5334 Email: asia.payne@uky.edu Web: http://www.uky.edu/financialaid/content/william-c-parker-diversity-scholarship-program</p>
	<p><u>Lexington Human Rights Commission</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Address: 342 Waller Ave. Suite 1A Lexington, KY 40504 Tel. No (859) 252-4931 Email: Web: http://www.lfuchrc.org</p>
	<p><u>Lexington Community Action Council</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Address: 710 West High Street Lexington, KY 40508 Tel. No: (859) 233-4600 Email: Web: http://www.commaction.org</p>
	<p><u>Lexington Community Radio</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Chuck Clenney, General Manager Address: Lexington Community Radio c/o Lexington STEAM Academy 123 E. Sixth Street Lexington, KY 40508 Tel. No: (859) 721-5688 Email: chuck.clenney@gmail.com Web: http://www.lexingtoncommunityradio.org/en_US</p>
	<p><u>Inside Higher Ed</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Recruitment and Jobs Services Address: Tel. No: (202) 448-5106 Email: recruit@insidehighered.com Web: https://www.insidehighered.com</p>

<input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired	<u>HigherEdJobs.com</u>	Contact: Address: HigherEdJobs 328 Innovation Boulevard Suite 235 State College, PA 16803 Tel. No: (814) 861-3080 Email: Jobseeker@higheredjobs.com Web: https://www.higheredjobs.com/company/contact.cfm
	<u>Diverse Issues in Higher Education</u>	Contact: Address: 10520 Warwick Avenue Suite B-8 Fairfax, VA 22030-3136 Tel. No: (800) 783-3199 Email: Web: http://diverseeducation.com/
	<u>Academic Keys</u>	Contact: Address: P.O.Box 162 Storrs, CT 06268 Tel. No: (800) 429-0218 Email: Web: http://www.academickeys.com/
	<u>America's Job Exchange</u>	Contact: Address: 200 Minuteman Road Andover, MA 01810 Tel. No: (866) 926-6284 Email: sales@americasjobexchange.com Web: http://www.americasjobexchange.com
	<u>Other</u>	

WUKY continues to actively seek other new sources of diverse applicants.

LIST AND BRIEF DESCRIPTION OF OUTREACH ACTIVITIES

OUTREACH ACTIVITIES	BRIEF DESCRIPTION OF ACTIVITY
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions. DATE CONDUCTED: Ongoing STAFF INVOLVED: Tom Godell (GM) and the University of Kentucky Office of Human Resource Development	WUKY's licensee (University of Kentucky) continues to offer a wide array of free professional development workshops to all staff. These range from "The Basics of Leadership" to "Mediation Skills" to "Time Management". WUKY staff are notified of these opportunities quarterly and encouraged to attend. New courses are offered each semester, and thus staff members have many opportunities to hone or improve their skills in a variety of areas.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing	The University of Kentucky makes available to all WUKY staff ongoing training courses designed to foster equal opportunity and diversity. Courses

<p>discrimination.</p> <p>DATE CONDUCTED: Ongoing</p> <p>STAFF INVOLVED: Tom Godell (GM) and the University of Kentucky Office of Human Resource Development</p>	<p>taught include "Basics of Diversity", "Gender Styles in Communication", "Gender Styles in Leadership", and "Preventing Sexual Harassment". Some of these training opportunities are available on-line as well as through traditional classroom training.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p> <p>DATE CONDUCTED: Ongoing</p> <p>STAFF INVOLVED: Tom Godell (General Manager), Alan Lytle (News Director), Kathy Hight (Accountant Principal)</p>	<p>WUKY continued its well-established internship program. WUKY News hosted six college interns (2 African-American; 4 female) who wrote stories, conducted interviews, and recorded and edited sound for broadcast. WUKY Music hosted two college interns (one female) who were responsible for social media & fundraising. An area high school intern also assisted the music department.</p>
<p>Station-developed outreach initiative: LPFM and the minority communities of Lexington</p> <p>DATE CONDUCTED: August 2011-present</p> <p>STAFF INVOLVED: Tom Godell (General Manager) & Lisa Higgins-Hord (University of Kentucky Assistant Vice President for Community Engagement)</p>	<p>Since August 2011 WUKY has continued to work with Lexington Community Radio. As in past years, our goals for this outreach effort are to encourage opportunities for minorities to have access to the air to present diverse points of view within the community and, ultimately, to create a pool of talent that could eventually qualify for employment at WUKY. During the year WUKY provided ongoing consultation to Lexington Community Radio management regarding technical issues, programming, automation, staffing, and other areas of station operations.</p>
<p>Station-developed outreach initiative: Production & broadcast of public affairs programs in conjunction with racial and ethnic minority groups in the Lexington community</p> <p>DATE CONDUCTED: February 2013-present</p> <p>STAFF INVOLVED: Tom Godell (General Manager) & John Lumagui (Operations Manager)</p>	<p>WUKY continued working with the Key News Journal (a minority-owned newspaper in Lexington) to support and broadcast the weekly Key Conversations radio series. The program airs weekly.</p>